

DRAFT MEMORANDUM OF UNDERSTANDING
REGARDING DIVERSITY AND INCLUSION

Whereas, [Developer], and the City of Cincinnati are committed to maximizing the participation of MBEs with respect to all key facets of the construction of City of Cincinnati subsidized real estate development projects. Accordingly, the parties agree as follows:

- 1. Construction** – [Developer] shall encourage and facilitate qualified MBE firms to bid upon (and work in a partnering arrangement) the construction of the identified development project. [Developer] shall consult with the City of Cincinnati's Director of Economic and Minority Inclusion to establish overall goals for each project.
- 2. Professional Services** – [Developer] shall encourage and facilitate qualified MBE firms to bid upon (and work in a partnering arrangement) professional services including architects, accounting, engineering and law. [Developer] shall consult with the City of Cincinnati's Director of Economic and Minority Inclusion to establish overall goals for each project.
- 3. Community Relations** – [Developer] shall continue to actively engage in supporting community organizations, institutions, and initiatives which positively impact minority communities located near each project and shall seek input from the City of Cincinnati's Director of Economic and Minority Inclusion to identify these organizations.
- 4. Vendor Purchasing** – [Developer] shall encourage qualified MBE firms to bid upon (and work in a partnering arrangement) for vendor opportunities in connection with the ongoing operation of each project. [Developer] shall prioritize to utilize regional based and certified minority managed and controlled business enterprises in the development of each project.
- 5. Advisors** – [Developer] shall engage diversity consultants to assist in the achievement of the goals described in this MOU, for each project. [Developer] shall seek input from the City of Cincinnati's Director of Economic and Minority Inclusion on identifying a diversity consultant for each project. The City of Cincinnati's Director of Economic and Minority Inclusion shall further assist and advise Rock in the outreach to minority communities in order to help achieve the goals and best facilitate equal opportunity.
- 6. Diversity Plan** – [Developer] shall establish a detailed diversity plan customized to fit the specific community and project for which each particular project.
- 7. Collection of input** – [Developer] shall meet quarterly with the City of Cincinnati's Director of Economic and Minority Inclusion until the construction is completed on the each project to gather input on the above stated goals.